

Concurrent session A-1: Worksite Resources for Worker Health Protection and Health Promotion

Date: October 27, 2004

Session Organizers: Teri Palermo, National Institute for Occupational Safety and Health; Salvatore Galante, Global Corporate Medical Director, Delphi Corporation; Fred Drennan, President, Team Safety, Inc.

Overview: This session examined the Health Risk Appraisal (HRA) as a tool to assess, monitor and modify health risks and health behaviors. Highlights illustrating the use of these tools were described that may serve as models for other organizations. The session also included discussion of the potential contributions of professional occupational safety and health organizations to the integration of health and safety activities at the worksite.

Key Objectives Discussed:

- The validity and reliability of HRAs;
- The implementation process;
- The use of the HRA to identify risks for individuals and organizations;
- The relationship of risks to outcome measures;
- The uses of the HRA as a tool to measure progress towards goals;
- Professional organizations that focus on worksite safety and health promotion;
- Literature, training, consulting, and conferences that can be used to promote health and safety at worksites.

Presentation #1: ***The Health Risk Appraisal as the Core Technology for Individuals and Organization***, Dee W. Edington, Ph.D., Professor, Research Scientist, Health Behavior and Health Education, University of Michigan, Ann Arbor, MI

Key Points:

- Items covered: Using the health risk appraisal (HRA) as the core technology, key beliefs, key concepts, building the business case, implementing the business plan
- It is critical that we make a difference within the next 5 years as to the integration of health promotion and prevention in the workplace
- HRA Health Risk Measures and Behaviors include: Alcohol use, blood pressure, body weight, cholesterol level, existing medical problems, HDL, #illness days, life satisfaction, perception of health, amount of physical activity, safety belt usage, smoking, stress
- Using HRA, the opportunity is the 80% of the people that have low - medium risk
- The only solution that works is to maintain low risk people – keep them from moving up
- With aging, there is a flow to high risk
- What intervention works to keep people low risk? There are a lot of techniques to move a population, but we need to get smart
- Manage costs by managing people
- All about self responsibility and accountability -> need to teach this

- Need to get to -> total value of health
- Costs follow risk: risk up->cost up, risk down-> cost down
- Keeping healthy people healthy is the key
- The percentage of population at low risk is your market share
- How do you predict high cost people? Use the HRA
- If we're going forward, we need to implement Health Management as a Serious Strategy: 1) Driven from the top through leadership performance objectives and healthy work environment objectives; 2) Driven by employee participation in health risk assessments to identify areas that are critical to decreasing vitality in the family and at work. Resources made available in low- risk maintenance and risk reduction opportunities, with incentives; 3) Measurement of key indicators (ex. 80% participation over any 3-year period, 70% lower risk – need to drive to)
- Need to create an integrated and sustainable approach to Total Health & Productivity Management that includes: Health plan design, Disease management, case management, Absence management, On-site medical, Wellness programs, Fitness centers, Health risk assessment, Health portal, Behavioral health, Health advocate

Presentation #2: *Integrating Health and Safety: What Might be ASSE's Role?*, Jim Ramsay, Ph.D., Associate Professor of Safety and Health Protection Coordinator, Safety and Health Protection Program, University of Wisconsin, Stevens Point, WI

Key Points:

- Worksite Health Promotion (WHP) – an orchestrated series of activities designed to facilitate behavior change & lifestyle choices in order to optimize health
- Safety, Health & Environmental (SH&E) priorities at minimum involves processes designed to maintain state/federal compliance to mandated programs & standards concerning work practices. Today, it also involves the relationship between health & production; reductions in workman's compensation and improvements in overall employee health; meeting the challenges of an aging population; building better attitudes, improving morale, enhancing job satisfaction
- Better integration of SH&E priorities and WHP is warranted, logical and efficient
- SH&E priorities and WHP have: The same mission, the same clientele, similar challenges and goals, and similar professional training.
- Both SH&E priorities and WHP have traditionally had too narrow a focus.
- Reason for integrating SH&E priorities and WHP: Working separately, SH&E priorities and WHP under-operationalizes worker health. Working together, SH&E priorities and WHP can better identify and mitigate both modifiable life risks and occupational risks.
- ASSE is planning seminars and workshops on the worksite wellness issue.
- ASSE is perfectly placed to connect current safety practitioners to current WHP practitioners.
- Integration is both logical and essential for better optimization of worker health, safety, and productivity.

- Integration requires a joint effort between the federal government, business leaders, professional associations (including credentialing/accreditation bodies) and academia.
- The STEPS Symposium is an essential and critical first step
- NIOSH should consider supporting: 1) Annual STEPS symposium, 2) Continued policy development, 3) Research initiatives focused on developing partnership between the government, business and academia, programs and training, 4) Academic development of new “integrated” curricula (BS, MS) and Ph.D.’s in SH&E.

Presentation #3: *Worksite resources for health promotion and health protection of workers*, Mary Ann Latko, C.I.H., C.S.P., Q.E.P., Director, Scientific and Technical Initiatives, American Industrial Hygiene Association, Fairfax, VA

Key Points:

- American Industrial Hygiene Association (AIHA) mission – to promote, protect, & enhance industrial hygienists & other occupational health, safety, & environmental professionals in their efforts to improve the health and well being of workers, the community, and the environment
- What do industrial hygienists do? Occupational industrial hygiene (53%), safety (22%), environment (12%), other (13%)
- What resources can AIHA provide to workplace wellness? 1) Technical Committees, 2) IH Technical Specialties, 3) Special Interest Groups, 4) Information resources (Periodicals, AIHA Press, OEHS Central on-line resource), 5) Education Resources (Professional development courses, symposia, web courses, etc.), 6) Annual Conferences (Professional Conference on Industrial Hygiene, American Industrial Hygiene Conference & Exposition), 7) Laboratory Accreditation Programs, 8) Tracking public policy issues, 9) Wellness education via AIHA